

General Sessions

Time	Title	Presenter	Place
Monday			
12:00 pm - 1:00 pm	Check-in and Registration	Kim Simpson, Okanogan CD and WADE President	
This is when you check in and register			
1:00 pm - 1:15 pm	Opening Session	Kim Simpson, Okanogan CD and WADE President	
1:15 pm - 2:45 pm	"Many Journeys. One Destination"	Jaime Pinkham	
3:00 pm - 4:30 pm	New Employee Orientation	Craig Nelson, Okanogan CD	
Introduction for new employees.			
7:00 pm - 8:00 pm	Envirothon Meeting	Lisa Geidel, Clark CD	
Tuesday			
4:00 pm - 5:30 am	Cultural Resources In Washington State: What Are They, What Do They Mean to You?	Scott Williams, WA Department of Archaeology and Historic Preservation	
A brief overview of the cultural resources laws and regulations affecting Conservation Districts and their projects. Scott, a former NRCS archaeologist, will discuss strategies for CD's for dealing with cultural resources and Tribal consultation, and will be available to answer questions about specific projects or general topics.			
7:30 pm - 9:00 pm	WADE Rain Gutter Regatta	Craig Nelson, Okanogan CD	
Join in the fun and compete against friends, foes and other Conservation Districts! Prizes awarded for first and second winners and the most creative boat. Check out our website for rules at http://wade.scc.wa.gov/Events.html			
Wednesday			
10:30 am - 12:00 pm	Closing Session	Kim Simpson, Okanogan CD and WADE President	
Closing Remarks, Call for Coordinators next year, Awards, Auction.			

Administrative			Kathy Whalen
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	Centennial Clean Water Fund Grant Program Changes	Joan Clark, Ecology, Alice Rubin, Ecology	
Ecology staff will provide an overview of the recent significant changes this year as well as an update on the status and schedule of the BMP review and eligibility process.			
Tuesday			
8:00 am - 9:30 am	Tips for Developing an Employee Manual	Janice Corbin, Sound Employment Solutions	
Attendees will learn what topics need to be included in every employee manual.			
9:30 am - 11:00 am	Five "Must Know" Employment Policies	Janice Corbin, Sound Employment Solutions	
Attendees will learn the highlights of the following five policies: 1)Discrimination, Harassment, Retaliation; 2) Use of Government Property for Personal Use; 3) Whistleblower Laws; 4) Workplace Violence; and, 5) Prohibitions Against Illegal Drug and Alcohol Use in the Workplace.			
11:00 am - 12:00 pm	Framework of Ethical Behavior	Janice Corbin, Sound Employment Solutions	
Some experts say that the American Workplace is ethically challenged unlike anytime in previous years. What's an employer to do? Attendees will learn the definition of Ethics and high risk behaviors (conflict of interest, gifts, gratuities) and how to keep employees informed about ethical behavior.			
1:00 pm - 2:30 pm	What is an At-Will Employee	Janice Corbin, Sound Employment Solutions	
Attendees will discuss the employment relationships between the employer and an at-will employee, and the role of a "name clearing history."			
2:30 pm - 4:00 pm	Tips of Effective Performance Management	Janice Corbin, Sound Employment Solutions	
Attendees will learn tips for effectively managing employee performance: i.e., how to routinely "check-in" with employees, how to give hard-to-hear feedback when performance or conduct is not on track, what and what not to maintain in a supervisory file, and how to solicit employee participation in the performance management process.			
4:00 pm - 5:00 pm	Disability Accommodation-Update	Janice Corbin, Sound Employment Solutions	
Attendees will learn the most recent changes in the disability laws and what steps an employer should take when faced with a request for a disability accommodation.			
Wednesday			
8:00 am - 9:00 am	Elections Rulemaking	Tom Salzer, WSCC	
Several district staff and supervisors have been busy working on updating the rules regarding elections. A draft of proposed changes will be distributed for discussion and input.			
9:00 am - 10:00 am	2008 Legislative Update & Looking Ahead	Stu Trefry, WSCC, Ron Shultz, WSCC	
Find out what went on at this year's legislative session and how bills & funding that passed will impact districts. We'll also look ahead at next year's session.			

Finance			Rich Baden
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	Financial Roundtable Discussion Discussion about anything you have questions that concern finances of a Conservation District, experiences with accounting systems, to handling money from receipt to disbursement, what investment vehicles are legal to invest reserve accounts in, and many others.	Rich Baden, Spokane CD	
Tuesday			
8:00 am - 9:30 am	WSCC Budget Stuff Budget Process/ Reports/ Surveys	WSCC Staff	
9:30 am - 11:00 am	Budget Development & Financial Management How to budget and track funds to meet the requirements of the State of Washington, while providing the Board of Supervisors financial information they need and want. Fund accounting that provides the State Auditors office with reports they want. Budget position reports and how to use them as a management tool.	Mark Felchlin w/ BIAS Accounting	
11:00 am - 12:00 pm	Budget Roundtable Discussion Open to all: Financial information boards want / what to report at the board meeting / A time to share problems and solutions / Ask questions you may forgotten to ask in the previous sessions Great Networking Opportunity.	Rich Baden, Spokane CD	
1:00 pm - 2:30 pm	Contract Preparation & Administration Contracts and (RFP's) Request for Proposals legal requirement. Guidelines to follow when administering contracts. Professional Engineering Stamped "Build" and "As Built" drawings.	Brian Werst, Koegen Edwards LLP	
2:30 pm - 4:00 pm	Contract Preparation & Administration Repeat of last session.	Brian Werst, Koegen Edwards LLP	
4:00 pm - 5:00 pm	Contracting Roundtable Discussion Open for anyone to ask questions, and discuss concerns related to all contracting that takes place in a Conservation District. Includes TSP, Engineering, FFFPP, building & financing your own building. Great Networking Opportunity!	Rich Baden, Spokane CD	
Wednesday			
8:00 am - 9:30 am	State Auditor Office New audit requirements Bars Update.	Carol Ehlinger and Dan Potapenkop, State Auditor office	

Forestry			Al Craney
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	Urban Forestry Outreach Urban Forestry is an area Districts can connect to communities. Learn how districts can, with a little knowledge of the players, BMPs, and proven outreach techniques, promote the sustainable management of local urban forests.	Garth Davis, Spokane CD	
Tuesday			
8:30 am - 10:30 am	2008 - EQIP Helping forest landowners implement conservation practices. CD's and NRCS fitting EQIP for technical and financial assistance.	Dave Brown, NRCS - Assist. State Conservationist	
10:30 am - 12:00 pm	State Programs Working with small forest landowners and DNR programs. Providing technical and financial help for family forest owners.	Michael Ahr, DNR - Small Forest Landowners Office	
1:00 pm - 2:30 pm	Producing and Marketing Alternative Forest Products How can Districts help landowners market alternative forest products?	Lorah Waters, Forestry Consultant	
2:30 pm - 4:00 pm	American Tree Farm Certification "Tree Farm Certification" an incentive for forest landowners, an opportunity for Conservation Districts.	Andy Pereberg, WSU Cooperative Extension	
Wednesday			
8:30 am - 10:00 am	FireWise Program Conservation Districts role in implementing the National Fire Plan.	Carolyn Kelly, Skagit CD	

Info. & Edu.			Susie Vanderburg
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	Urban Forestry Outreach	Garth Davis, Spokane County CD	
Urban Forestry is an area Districts can connect to communities. Learn how districts can, with a little knowledge of the players, BMPs, and proven outreach techniques, promote the sustainable management of local urban forests.			
Tuesday			
8:00 am - 9:30 am	Creating Effective PowerPoint Presentations	Jim Armstrong, Spokane County CD	
Learn what is effective and what isn't, how to imbed audio and video, and how to make presentations look and sound professional.			
9:30 am - 11:00 am	Community Outreach Through TV, Radio, and More!	Geoff Reed, King CD	
This session will cover tools for community outreach including videos, radio, and other "PR stunts."			
11:00 am - 12:00 pm	Tips for Top Notch Tours	Susie Vanderburg, WSCC	
A "two-for-one" session: First we'll share feedback on using the "Virtual Tour" PowerPoint distribvuted last January; then we'll discuss tips to ensure your next tour is a huge success!			
1:00 pm - 2:30 pm	Watershed Education Round Table	Susie Vanderburg, facilitator, WSCC	
Join in the discussion and share your success stories about watershed eduction, including models and activities, what works, and what doesn't. The session also includes a short presentation on "teacher tips" for how to deliver a quality classroom lesson.			
2:30 pm - 5:00 pm	District Websites, Questions & Answers: A Panel Discussion	Andrew Phay, Whatcom CD; Tom Salzar, WSCC; Britt Dudek, Foster Creek CD; Sarah Rudback, Cascadia CD	
Do you have questions about starting or managing a website, or about web security? Our panel will answer all your questions and website issues, and host a hands-on activity after the panel discussion.			
Wednesday			
8:00 am - 10:00 am	Telling the Conservation Story: 10 Tips for Taking Great Pictures	Ron Nichols, NRCS	
Former University of Utah photojournalism instructor, Ron Nichols, will give 10 easy tips to taking great photos. Bring your camera, your creativity, and get ready to start seeing the world in a new light. (Session includes an outdoor practice activity.)			

IT			Andrew Phay
Time	Title	Presenter	Place
Monday			
7:00 pm - 8:00 pm	State of the Union	Tom Salzer, WSCC	
This session will focus on safe use of machines in and out of the office, plus www=Wild Wild West; what you can do to keep your district safe from the outlaws out there in the wild. Bring your questions that you have about technology and your district and we will try to answer them.			
Tuesday			
9:30 am - 11:00 am	LiDAR and its uses for your district	Andrew Phay, Whatcom CD	
An intro to what LiDAR is and what uses it has for your District.			
1:00 pm - 2:30 pm	Creating a Video for your District	Andrew Phay, Whatcom CD	
What you need to know before you create a video for your district. Production, software, hardware, and distribution options will be covered.			
2:30 pm - 5:00 pm	District Websites, Questions & Answers: A Panel Discussion	Andrew Phay, Whatcom CD; Tom Salzer, WSCC; Britt Dudek, Foster Creek CD; Sarah Rudback, Cascadia CD	
- Part of the Info. & Edu. Track - Do you have questions about starting or managing a website, or about web security? Our panel will answer all your questions and website issues, and host a hands-on activity after the panel discussion.			
Irrigated Ag.			Mark Crowley
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	Commission Water Resource Programs Update	Jon Culp, WSCC	
Jon will discuss all of the Commission Water Resource Programs including the Columbia River Program			
Tuesday			
8:00 am - 10:00 am	Trust Water Rights Program	Amanda Cronin & Greg McLaughlin, Washington Water Trust	
Kelly will discuss how and when to use the Trust Water Rights program and how The Washington Water Trust can help districts.			
10:00 am - 11:30 am	WSU Research, On-line Tools & Irrigation Design	R. Troy Peters, WSU Extension Irrigation Specialist, Prosser	
Troy will provide up to date information on WSU Irrigation Research and On-line tools for irrigation management. He will also discuss irrigation design application. There will be plenty of time for Q&A.			
1:00 pm - 2:30 pm	Be The Best	Luther Smith, American Society of Agronomy Soil Science Society of America	
A discussion of the value of professional credentials for Conservation District Technical Staff. Luther will also give us an outline of the available programs, the cost involved, and strategies for meeting continuing education requirements.			
2:30 pm - 4:00 pm	Basic Irrigation: Management & Efficiencies	R. Troy Peters, WSU Extension Irrigation Specialist, Prosser	
Troy will discuss the basics of irrigation, water management and efficiencies.			
Wednesday			
8:00 am - 9:30 am	Irrigation Efficiencies Projects	Jack Myrick, WSCC	
Jack will provide an overview of irrigation efficiency projects from south central Washington.			

Livestock			James Weatherford
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	The Landowners Perspective	Jack Field, Exec. VP, WA Cattlemens Assoc.	
How do we match the needs and priorities of the landowner to the wants and desires of the planner.			
Tuesday			
8:00 am - 9:00 am	Plans, Inventories, and the H Component	James Weatherford, CCA, Thurston CD	
A discussion about how well prepared we are to conduct full inventories, including the Human component of SWAPA+H, and make reality based recommendations.			
9:00 am - 10:30 am	Be The Best	Luther Smith, American Society of Agronomy Soil Science Society of America	
A discussion of the value of professional credentials for Conservation District Technical Staff. Luther will also give us an outline of the available programs, the cost involved, and strategies for meeting continuing education requirements.			
10:30 am - 12:00 pm	Feed Management	Joe Harrison, PhD, WSU Extension	
Role of Feed management in Whole Farm Nutrient Management: How to systematically evaluate feed management when writing a nutrient management plan.			
1:00 pm - 2:30 pm	Pasture Management and Rotation Grazing for Animals.	Tip Hudson, MNR, WSU Extension	
A discussion of Pasture Management for Healthy and Productive Animals.			
2:30 pm - 4:00 pm	A Pasture Walk with your Veterinarian	Mike Paros, DVM	
The impacts of Pasture Management, Intensive Grazing, and Nutrient Management on the Metabolic and Parasitic Health Issues in Livestock.			
4:00 pm - 5:00 pm	Pasture Management and Rotation Grazing for Plants.	Marty Chaney, Pasture Specialist, NRCS	
Pasture Management and Rotation Grazing for Healthy Plant Communities.			
Wednesday			
8:00 am - 9:00 am	Basic Waste Balance	Dave Nygard, Thurston CD, Marty Chaney, NRCS	
Basic Waste Balancing.			
9:00 am - 10:00 am	Conservation District Conservation Plan Format	James Weatherford and Dave Nygard	
Workshop to establish a consistent format and minimum content for CD conservation plans in the State of Washington.			

People Skills			Ray Ledgerwood
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	Facilitating with Ease	Ray Ledgerwood, WSCC	
A short seminar on making your meetings and events more productive and effective through practical facilitation techniques.			
Tuesday			
4:00 pm - 5:00 pm	Creating an "Activist" Environment for Supervisors	Ray Ledgerwood, WSCC	
An interactive workshop for learning about negotiation principles, how personality traits effect negotiations, and participate or observe example negotiation activity.			
Wednesday			
8:00 am - 10:00 am	Enhancing Your Negotiation Skills	Karen Krug, Whidbey Island CD Supervisor	
An interactive workshop for learning about negotiation principles, how personality traits effect negotiations, and participate or observe example negotiation activity.			

Riparian Restoration			Dave Child
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	Riparian Economics	Carolyn Henri, Resource Consulting Inc.	
Economics of riparian buffers from the perspective of the land owner.			
Tuesday			
8:00 am - 9:30 am	CD Services Valuation	Carolyn Henri, Resource Consulting Inc.	
A recently completed valuation of CD services to the environment and landowners.			
9:30 am - 11:00 am	"De-Mystify" Conservation Easements	Lynn Bahrych and Fred Colvin	
"De-mystify" conservation easements, from an expert (Lynn) and from a landowner who has participating lands (Fred).			
11:00 am - 12:00 pm	Importance of Riparian Corridors for Amphibians	Marc P. Hayes, WDFW	
Amphibian research in riparian corridors and patch buffers and effects from various timber harvest magnitudes.			
1:00 pm - 2:30 pm	Fluvial Geomorphology	Barry Southerland, NRCS	
Introduction to fluvial geomorphology principles and concepts.			
2:30 pm - 4:00 pm	Ecological Assemblages	Shaun McKinney, NRCS	
Considering vertical and horizontal ecological assemblages in riparian restoration strategies and understanding and using the limited factors analysis.			
4:00 pm - 5:00 pm	Riparian Restoration Forum	David Child and Brian Schmidt, NYCD	
Please come prepared to discuss your District's riparian and habitat improvement success and adaptive management strategies throughout the State.			
Wednesday			
8:00 am - 9:00 am	WACD Plant Materials Center	Jim Brown and Jacquie Gauthier, WACD	
Riparian species provided by the Washington Association of Conservation District Plant Materials Center, along with services of interest.			
9:00 am - 10:00 am	Salmon Habitat and Riparian Restoration	Scott Nicolai, Yakama Nation and DJ Shook, KCCD	
Salmon habitat and riparian restoration, success stories from the Yakima River Basin.			

Water Quality			Rick Noll
Time	Title	Presenter	Place
Monday			
3:30 pm - 5:00 pm	Statistics for Water Quality Monitoring Projects	Rick Noll, Spokane County CD	
	Review of statistical concepts needed to complete most quality assurance plans.		
Tuesday			
8:00 am - 9:30 am	A Case Study: Water Quality, Lake and Watershed Management at Liberty Lake, WA	BiJay Adams, Liberty Lake Sewer and Water District	
	This presentation will be tailored as a case study to outline the water quality concerns (past and present), current lake and watershed management, and monitoring programs at Liberty Lake. It will guide interested attendees through the history of establishing a lake management program focusing on water quality monitoring efforts throughout the watershed.		
9:30 am - 11:00 am	An Overview of Microbial Source Tracking Methods	Debby Sargeant, WDOE	
11:00 am - 12:00 pm	Microbial Source Tracking Case Study	Dana Woodruff, Battelle	
1:00 pm - 2:30 pm	Nutrient TMDLs – Coming soon to a stream near you	Joe Joy, WDOE	
	What including nutrients in your TMDL means for point sources and non-point sources.		
2:30 pm - 4:00 pm	Data Quality and Ecology's EIM Database Part I	Chad Brown, WDOE	
	Ecology talk on data quality. This talk will focus on data quality through the process of project planning... to data collection... to data management. Ecology will discuss tools that Ecology has made available such as; QAPP development tools, SOP's, and finally data management and EIM data submittal.		
4:00 pm - 5:00 pm	Data Quality and Ecology's EIM Database Part II	Chad Brown, WDOE	
	Continuation of last session.		
Wednesday			
8:00 am - 9:00 am	Building fence for water quality	Ben Peterson, Spokane County CD	
	Techniques for fencing livestock out of riparian buffers.		
9:00 am - 10:00 am	Volunteerism vs. Impaired Water Quality - The Gloves Are Off ...	Dan Ross, Spokane County CD	
	How to start and maintain a volunteer program that will help improve water quality throughout the watershed.		